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TOPIC TITLE:EFFECTS OF HUMAN RESOURCE MANAGEMENT PRACTICES ON PERFORMANCE OF SMALL BUSINESS; A CASE OFSELECTED KILIMAHWEA WARD IN TEMEKE DISTRICT

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ABSTRACT

The study aimed to examining the effects of Human resource management practices on performance of small businesses in Kilimahewa Ward using TemেকেDistrict. The main objectives of the study were to examine the influence of human resource management planning on the performance of small business, to determine the influence of employee training on the performance of small business, to determine the influence of performance management of small business, to determine the influence of employee's retention on the performance of small business atKilimahewa ward. Literature review focus on Adam's Equity theory and ERG motivation theory. It deployed quantitative research approach and employed a survey design whereby data was collected using close-ended questionnaires. 103 respondents who included female and male at Kilimahewa ward. The methodology of the study was based on survey design carried out at Temekedistrict. Data was collected using close-ended questionnaires and subjected to Statistical Package for Social Science (SPSS), for running the quantitative and qualitative analysis technique. Analyzed data was then presented in figures and tables for interpretation. Findings of the study discovered it is important to use human resource management practices in all the process of operating the small business because helps in adding more knowledge and skills to the employees, also helps in making the employees committed to their day-to-day activities which would help in the performance of small business;thus, it is important for small business to use and apply the human resource management practices lastly it increases productivity